



# Workplace Bulletin

March 14, 2008

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The *Workplace Bulletin*, issued by the **Strategic Policy, Analysis, and Workplace Information Directorate**, is published twice a month. It provides wage and non wage information from collective bargaining in Canada and updates on industrial relations issues.

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## Wage Settlements Covering 500 or More Employees

### January 2008

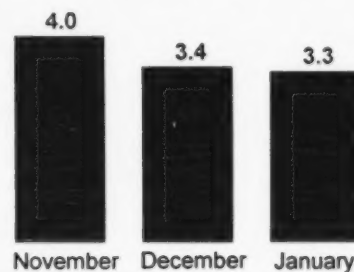
Major collective bargaining settlements reached in January 2008 provided base-rate wage adjustments averaging 3.3% annually over the contract term, down from the 3.4% average in the previous month. The results are based on a review of 25 settlements and cover 51,500 employees.

When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.7%, a lower gain than in their current round of settlements. Contract duration in January averaged 31.9 months, compared to the 40.6 months in the previous round of settlements.

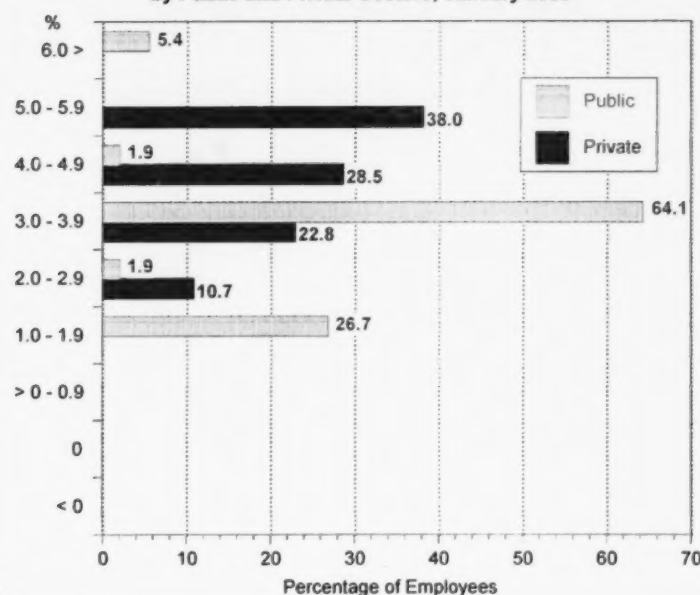
The majority of employees (52.9%) covered by January 2008 settlements received wage increases ranging from 3.0 to 3.9%.

Wage adjustments in the public sector averaged 2.9% for 37,480 employees in 18 agreements; private-sector wage adjustments averaged 4.5% for 14,020 employees in 7 agreements. The lower public-sector figure was largely influenced by a single City of Montréal agreement, providing 10,000 municipal employees with a wage increase averaging 1.5%. There were 3 private-sector agreements with a relatively

Percentage Wage Adjustments  
in Major Settlements by Month,  
2007-2008



**Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, January 2008**



increase was in the primary industries sector at 4.8%. The largest concentration of employees (47%) was in the education, health, and social services sector and wage adjustments here averaged 3.4%.

high average this month: Construction Labour Relations-Alberta Association agreement, providing 5,330 employees with wage gains of 5.6%, and 2 General President's Maintenance Committee for Canada agreements in Alberta, providing 3,250 employees with wage increases averaging 4.7 and 4.8%.

On a jurisdiction basis, wage adjustments ranged from a high of 4.6% in New Brunswick (a single education-sector agreement with the Government of New Brunswick) to a low of 2.4% in Quebec. The second largest increase was recorded in British Columbia at 3.8%.

On an industry basis, wage adjustments ranged from a high of 5.6% in construction (due to a single agreement with the Construction Labour Relations-Alberta Association mentioned above) to a low of 1.8% in public administration (due largely to the City of Montréal agreement). The second largest

### Average Annual Percentage Wage Adjustments by Month

	2007		2008
	November	December	January
<b>Sectors</b>			
Public Sector	3.3	3.2	2.9
Private Sector	4.6	4.1	4.5
<b>All Industries/Jurisdictions</b>			
Average Annual Adjustment	4.0	3.4	3.3
Non-COLA	3.9	3.5	3.0
COLA	4.5	2.9	5.6

	2007		2008
	November	December	January
First-Year Adjustment	3.8	4.3	3.2
Non-COLA	3.9	4.4	2.8
COLA	2.5	2.9	6.5
<b>Industries</b>			
Primary Industries	-	-	4.8
Utilities	4.4	-	-
Construction	3.1	5.6	5.6
Manufacturing	2.6	3.2	-
Transportation	3.0	3.4	3.6
Information and Culture	-	-	2.0
Finance and Professional Services	8.8	-	2.0
Education, Health and Social Services	-	3.6	3.4
Public Administration	3.3	3.2	1.8
<b>Jurisdictions</b>			
Newfoundland and Labrador	-	5.0	-
Nova Scotia	-	2.9	-
New Brunswick	-	-	4.6
Quebec	4.5	3.0	2.4
Ontario	3.0	2.9	2.8
Manitoba	-	-	2.7
Saskatchewan	-	4.7	-
Alberta	5.5	5.5	3.7
British Columbia	2.6	-	3.8
Federal Jurisdiction	8.8	3.2	3.6

## Average Annual Percentage Wage Adjustments by Quarter

	2007			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<b>Sectors</b>				
Public Sector	3.3	3.0	4.1	3.4
Private Sector	2.6	3.0	3.7	3.5
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	3.1	3.0	3.9	3.4
Non-COLA	3.1	3.1	3.7	3.5
COLA	2.0	2.6	4.6	2.7
First-Year Adjustment	2.8	4.1	4.0	3.9
Non-COLA	2.9	4.3	3.8	4.0
COLA	1.8	2.5	4.5	2.3
<b>Industries</b>				
Primary Industries	3.2	3.2	5.7	-
Utilities	3.1	4.0	4.2	4.4
Construction	2.9	3.2	3.9	4.2
Manufacturing	0.7	2.0	4.0	2.7
Wholesale and Retail Trade	1.4	2.0	1.9	-
Transportation	3.2	2.6	2.9	3.1
Information and Culture	1.6	3.8	2.0	3.1
Finance and Professional Services	2.0	3.9	2.3	4.2
Education, Health and Social Services	3.1	3.1	4.6	3.8
Entertainment and Hospitality	2.6	3.0	3.5	2.5
Public Administration	4.0	3.1	3.8	3.2

	2007			
	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
<b>Jurisdictions</b>				
Newfoundland and Labrador	-	0.5	-	3.2
Prince Edward Island	2.9	2.8	-	-
Nova Scotia	1.8	3.7	2.9	2.9
New Brunswick	2.9	2.0	-	-
Quebec	2.9	3.2	2.1	3.1
Ontario	2.9	2.9	3.2	2.8
Manitoba	2.7	3.0	3.1	3.5
Saskatchewan	4.0	4.2	4.0	4.2
Alberta	3.5	4.4	5.1	5.4
British Columbia	2.3	2.9	3.3	2.9
Territories	-	3.0	-	-
Multiprovince	6.6	-	3.6	2.9
Federal Jurisdiction	2.8	2.7	2.6	3.3

**Average Annual Percentage Wage Adjustments by Year**

	2005	2006	2007	2008
<b>Sectors</b>				
Public Sector	2.2	2.6	3.4	2.9
Private Sector	2.5	2.2	3.1	4.5
<b>All Industries/Jurisdictions</b>				
Average Annual Adjustment	2.3	2.5	3.3	3.3
Non-COLA	2.3	2.5	3.3	3.0
COLA	2.5	2.6	3.2	5.6

	2005	2006	2007	2008
First-Year Adjustment	2.1	2.4	3.8	3.2
Non-COLA	2.1	2.4	3.9	2.8
COLA	2.6	2.7	3.1	6.5
<b>Industries</b>				
Primary Industries	3.0	2.7	4.7	4.8
Utilities	2.6	2.3	3.8	-
Construction	2.5	3.6	3.3	5.6
Manufacturing	2.6	2.2	2.4	-
Wholesale and Retail Trade	1.9	1.1	1.9	-
Transportation	2.9	2.1	2.7	3.6
Information and Culture	2.4	2.5	3.0	2.0
Finance and Professional Services	2.3	2.5	3.6	2.0
Education, Health and Social Services	2.1	2.5	3.5	3.4
Entertainment and Hospitality	1.9	2.9	3.3	-
Public Administration	2.4	2.8	3.5	1.8
<b>Jurisdictions</b>				
Newfoundland and Labrador	2.0	1.7	1.5	-
Prince Edward Island	2.5	2.7	2.8	-
Nova Scotia	3.3	3.2	3.0	-
New Brunswick	3.0	3.0	2.4	4.6
Quebec	1.6	1.9	3.2	2.4
Ontario	2.7	2.5	3.0	2.8
Manitoba	2.9	2.6	3.0	2.7
Saskatchewan	2.0	2.1	4.1	-
Alberta	3.0	3.4	4.9	3.7
British Columbia	0.5	2.5	3.0	3.8



	2005	2006	2007	2008
Territories	3.0	3.1	3.0	-
Multiprovince	4.1	3.8	3.5	-
Federal Jurisdiction	2.6	2.3	2.9	3.6

*Note: Data for 2008 cover the month of January.*

**Public and Private Sector Percentage Wage Adjustments,  
a Chronological Perspective since 1988**

Year	Public	Private	Both Sectors
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.2	2.5	2.3
2006	2.6	2.2	2.5

Year	Public	Private	Both Sectors
2007	3.4	3.1	3.3
2008	2.9	4.5	3.3

*Note: Data for 2008 cover the month of January.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes](#) (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Enquiries: [http://www.hrsdc.gc.ca/en/lp/wid/contact/contact\\_us.shtml](http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml)

#### OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries. The data is available at [other detailed tables](#) (PDF format, 325kb).

#### Major Settlements Reached in January 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
<b>Primary Industries</b>				
General Presidents' Maintenance Committee for Canada (Dow Chemical and Shell Canada) Fort Saskatchewan, Alberta various unions service and maintenance employees	1,100	4.8	40.0	Dec 31, 2011
General Presidents' Maintenance Committee for Canada (Syncrude Canada Limited, Suncor Inc., and Albian Sands Energy Inc.) Mildred Lake, Alberta; and Tar Island, Alberta various unions service and maintenance employees	2,150	4.8	40.0	Dec 31, 2011
<b>2 agreements</b>	<b>3,250</b>	<b>4.8</b>	<b>40.0</b>	



Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
<b>Construction</b>				
Construction Labour Relations-Alberta Association province-wide, Alberta United Brotherhood of Carpenters and Joiners of America (CtW/CLC) carpenters	5,330	5.6*	48.0	Apr 30, 2011
<b>1 agreement</b>	<b>5,330</b>	<b>5.6</b>	<b>48.0</b>	
<b>Transportation</b>				
Aeroguard Company Ltd. Richmond, British Columbia International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) security guards; supervisors	740	4.6	48.0	Mar 31, 2011
Canadian National Railway Company system-wide, Multiprovince United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) maintenance of way employees	3,200	3.4	48.0	Dec 31, 2011
GO Transit Toronto, Ontario Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; office employees; service and maintenance employees	1,200	3.4	47.9	Jun 01, 2011
<b>3 agreements</b>	<b>5,140</b>	<b>3.6</b>	<b>48.0</b>	
<b>Information and Culture</b>				
Toronto Star Newspapers Limited Toronto, Ontario Communications, Energy and Paperworkers Union of Canada (CLC) print media employees	780	2.0	36.0	Dec 31, 2010
<b>1 agreement</b>	<b>780</b>	<b>2.0</b>	<b>36.0</b>	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
<b>Finance and Professional Services</b>				
Les Caisses populaires Desjardins du Saguenay-Lac-St-Jean Saguenay-Lac-Saint-Jean Region, Quebec Fédération du commerce inc. (CSN) office employees	720	2.0	60.0	Dec 31, 2012
<b>1 agreement</b>	<b>720</b>	<b>2.0</b>	<b>60.0</b>	
<b>Education, Health and Social Services</b>				
Black Gold Regional Division No. 18 Nisku, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	550	3.0	12.0	Aug 31, 2012
Board of Trustees of the Calgary Board of Education Calgary, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	6,480	3.0	12.0	Aug 31, 2012
Calgary Roman Catholic Separate School District No. 1 Calgary, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	2,780	3.0	12.0	Aug 31, 2012
Chinook's Edge School Division No. 73 Red Deer, Alberta; and Mountain View County, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	630	3.0	12.0	Aug 31, 2012
Edmonton Catholic Separate School District No. 7 Edmonton, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	2,020	3.0	12.0	Aug 31, 2012
Edmonton School District No. 7 Edmonton, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	4,930	3.0	12.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Elk Island Public Schools Regional Division No. 14 Elk Island, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	1,010	3.0	12.0	Aug 31, 2012
Government of New Brunswick province-wide, New Brunswick New Brunswick Union of Public and Private Employees (CLC) educational services employees	730	4.6	48.0	Apr 30, 2011
Lethbridge School District No. 51 Lethbridge, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	500	3.0	12.0	Aug 31, 2012
Red Deer Public School District No. 104 Red Deer, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	570	3.0	12.0	Aug 31, 2012
Rocky View School Division No. 41 Rocky View, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	930	3.0	12.0	Aug 31, 2012
Seven Oaks School Division Winnipeg, Manitoba Manitoba Teachers' Society (Independent-natl.) elementary and secondary teachers	590	3.5	36.0	Jun 30, 2010
University of Sherbrooke Sherbrooke, Quebec Syndicat des chargées et chargés de cours de l'Université de Sherbrooke (CSQ) lecturers	2,010	7.0	41.0	May 31, 2011
Wolf Creek School Division No. 72 Ponoka, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	500	3.0	12.0	Aug 31, 2012
<b>14 agreements</b>	<b>24,230</b>	<b>3.4</b>	<b>16.1</b>	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
<b>Public Administration</b>				
City of Montréal Montréal, Quebec Canadian Union of Public Employees (CLC) inside employees	10,000	1.5	48.0	Dec 31, 2010
City of Winnipeg Winnipeg, Manitoba Winnipeg Association of Public Service Officers (Independent-local) administrative services employees; technical employees	700	2.0	24.0	Oct 11, 2008
Vancouver Police Board Vancouver, British Columbia British Columbia Federation of Police Officers (Independent-natl.) police officers	1,350	3.8	39.0	Mar 31, 2010
<b>3 agreements</b>	<b>12,050</b>	<b>1.8</b>	<b>45.6</b>	
<b>Agreements with COLA - 1 agreement</b>	<b>5,330</b>	<b>5.6</b>	<b>48.0</b>	
<b>Agreements without COLA - 24 agreements</b>	<b>46,170</b>	<b>3.0</b>	<b>30.0</b>	
<b>All Agreements - 25 agreements</b>	<b>51,500</b>	<b>3.3</b>	<b>31.9</b>	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes](#) (PDF format, 200kb).

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## Current and Upcoming Key Negotiations covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
<b>Federal Jurisdiction</b>				
<b>Public Sector</b>				
Government of Canada	Various unions	140,550	ARB/ CO/B	Mar 06-Jan 08
Canada Revenue Agency	PIPSC	9,490	B	Oct 07
Government of Nunavut	PSAC	2,100	B	Sep 06
City of Ottawa - OC Transpo	ATU	2,000	B	Mar 08
National Research Council of Canada	PIPSC	1,680	B	Jul 07
<b>Private Sector</b>				
Purolator Courier Limited	Teamsters	9,000	MED	Dec 07
Bell Canada (Ont. and Que.)	CEP	6,260	TENT	Nov 07
MTS Allstream Inc. (Man.)	TEAM/CEP/IBEW	3,400	TENT/ MED/B	Feb/Dec 07/ Jan 08
Saskatchewan Wheat Pool operating as Viterra	Grain Services Union	700	B	Jan 08
<b>Provincial and Territorial Jurisdictions</b>				
<b>Public Sector</b>				
Ontario Hospital Association	Nurses	50,000	TENT	Mar 08
Saskatchewan Association of Health Organizations	Various unions	32,680	B	Mar 08
Health Boards of Alberta	AUPE/HSAA	22,650	B	Mar 08
Government of Newfoundland and Labrador	CUPE/NAPE	16,150	B	Mar 08
Regional Health Authorities of Manitoba	Nurses	11,000	TENT	Sep 07
Toronto Transit Commission	ATU	8,400	B	Mar 08
City of Montréal	Various unions	7,670	B	Dec 06



<b>Employer</b>	<b>Union</b>	<b>Employees</b>	<b>Status*</b>	<b>Expiry Month</b>
Toronto Police Services Board	Toronto Police Association	7,310	B	Dec 07
Government of New Brunswick	Teachers	7,280	B	Feb 08
Government of New Brunswick	CUPE	5,760	B	Jun 07
Government of Newfoundland and Labrador	Nurses	4,800	B	Jun 08
City of Québec	Various unions	4,530	B	Dec 06
Hydro One	CUPE	3,860	TENT	Mar 08
Windsor Casino Limited	CAW Canada	3,500	B	Apr 08
Workplace Safety and Insurance Board (Ont.)	CUPE	3,300	B	Mar 08
Société de transport de Montréal	CUPE/CSN	2,680	B	Jan 07
Government of Prince Edward Island	PEIUPSE	2,440	CO	Mar 07
London Health Sciences Centre (Ont.)	CAW Canada	1,100	B	Oct 07
Capital District Health Authority	NSGEU	1,000	B	Oct 06
City of Winnipeg	Firefighters	880	TENT	Dec 07
Health Authorities of Prince Edward Island	CUPE	800	TENT	Mar 07
<b>Private Sector</b>				
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	TENT	Jul 07
Canada Safeway (B.C.)	UFCW	10,230	B	Mar 08
New Dominion Stores (Ont.)	CAW Canada	8,500	B	Jul 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
The Great Atlantic & Pacific Company of Canada Limited (Ont.)	UFCW	6,300	B	Jun 07
Brewers Retail Inc. (Ont.)	UFCW	6,000	B	Dec 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	B	Jun 07



Employer	Union	Employees	Status*	Expiry Month
Pharma Plus Drugmarts Ltd. (Ont.)	UFCW	1,500	CO	Jan 08
Better Beef Limited (Ont.)	UFCW	1,100	B	Dec 07

* ARB - Arbitration	PAB - Post-arbitration bargaining
B - Bargaining	PCB - Post-conciliation bargaining
B/WS - Bargaining after work stoppage	PMB - Post-mediation bargaining
CO - Conciliation	TENT - Tentative settlement
MED - Mediation	WS - Work stoppage
M/WS - Mediation after work stoppage	

### Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Regional Health Authorities of Manitoba	CUPE	11,000	Mar 08
Government of New Brunswick	Nurses	4,390	Dec 07
University of Toronto	CAW Canada	3,400	Apr 08
Catalyst Paper Corp. (B.C.)	CEP	2,100	Apr 08
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07
National Research Council of Canada	RCEA/PIPSC	1,130	Mar/Dec 07
Finning International Inc. (Alta.)	IAMAW	1,070	Apr 08
Connors Brothers (N.B.)	Charlotte Seafood Employees Association	1,000	Dec 07
Prince Edward Island Department of Health	Nurses	790	Mar 08
Marine Atlantic	CAW Canada	780	Dec 07

## Major Work Stoppages

involving 500 or more employees from **February 22 to March 6, 2008.**

*There are no major work stoppages to report during this period.*

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

## Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Readers' Corner
- Etc.

## For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs.

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is provided in this issue; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

Feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

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Ottawa-Gatineau area at 1-819-997-3117

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